MULTIMEDIA UNIVERSITY

STUDENT IDENTIFICATION NO

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MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 1, 2019/2020

BRS2814 – RECRUITMENT AND SELECTION

(Distance Education)

19 OCTOBER 2019
9:00am – 11:00am
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This question paper consists of **2 pages**, excluding this cover page.
2. There are 6 essay questions. Answer **ANY 4 questions** only.
3. Each question is worth 25 marks. Therefore, the total marks for this exam is 100 marks.
4. Please write **ALL** your answers in the **ANSWER BOOKLET** provided.

There are 6 essay questions. Please answer ANY 4 questions only.

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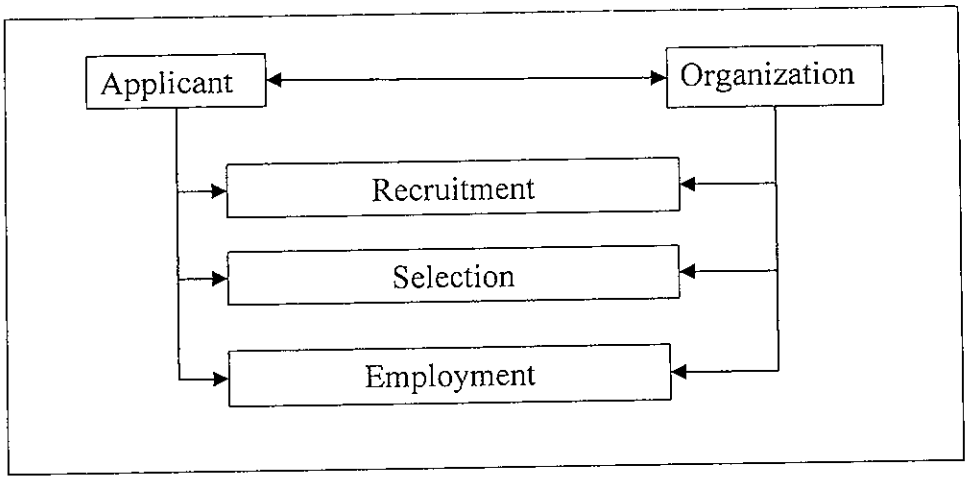
1. The diagram below illustrates an organisation's staffing process as captured by the **staffing system components model.** According to the model, both the **job applicant** and the **organisation** are involved as **"players"** throughout the entire staffing process. **Explain the model** by elaborating on the following:

   a) Components of the model
   b) Activities involved in each component
   c) Sequence of components (flow of activities)
   d) The role of both "players" in each model component



(25 marks)

2. A firm's **flexible workforce** may include independent contractors as well as temporary workers provided by staffing firms. Describe the possible **advantages** and **disadvantages** to firms using flexible staffing.

(25 marks)

3. Discuss the **rationale** as well as **advantages** of using **multiple methods** and **multiple sources of job analysis** for a particular job.

(25 marks)

Continued...

4. For **internal recruitment**, there are the options of **open**, **closed**, or **hybrid** recruitment for companies to practice. **Choose ONE (1) approach** and **explain what it is** and **when it is best used.**

(25 marks)

5. Explain what it means for a company to use **situational judgment tests** in its testing of job applicants. Provide **TWO (2) benefits** of using them. Then, provide **THREE (3) example scenarios** of such a method.

(25 marks)

6. Explain the meaning of **'disclaimers' in employment contract documents.** Then, elaborate on at least **FOUR (4) good practices** for companies to implement when using disclaimers.

(25 marks)

(Exam Total = 100 marks)

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